



Transforming the USMEPCOM - Using SOA to Modernize Existing Systems

April 21, 2009



Mission

Ensure the quality of military accessions during peacetime and mobilization in accordance with established standards.

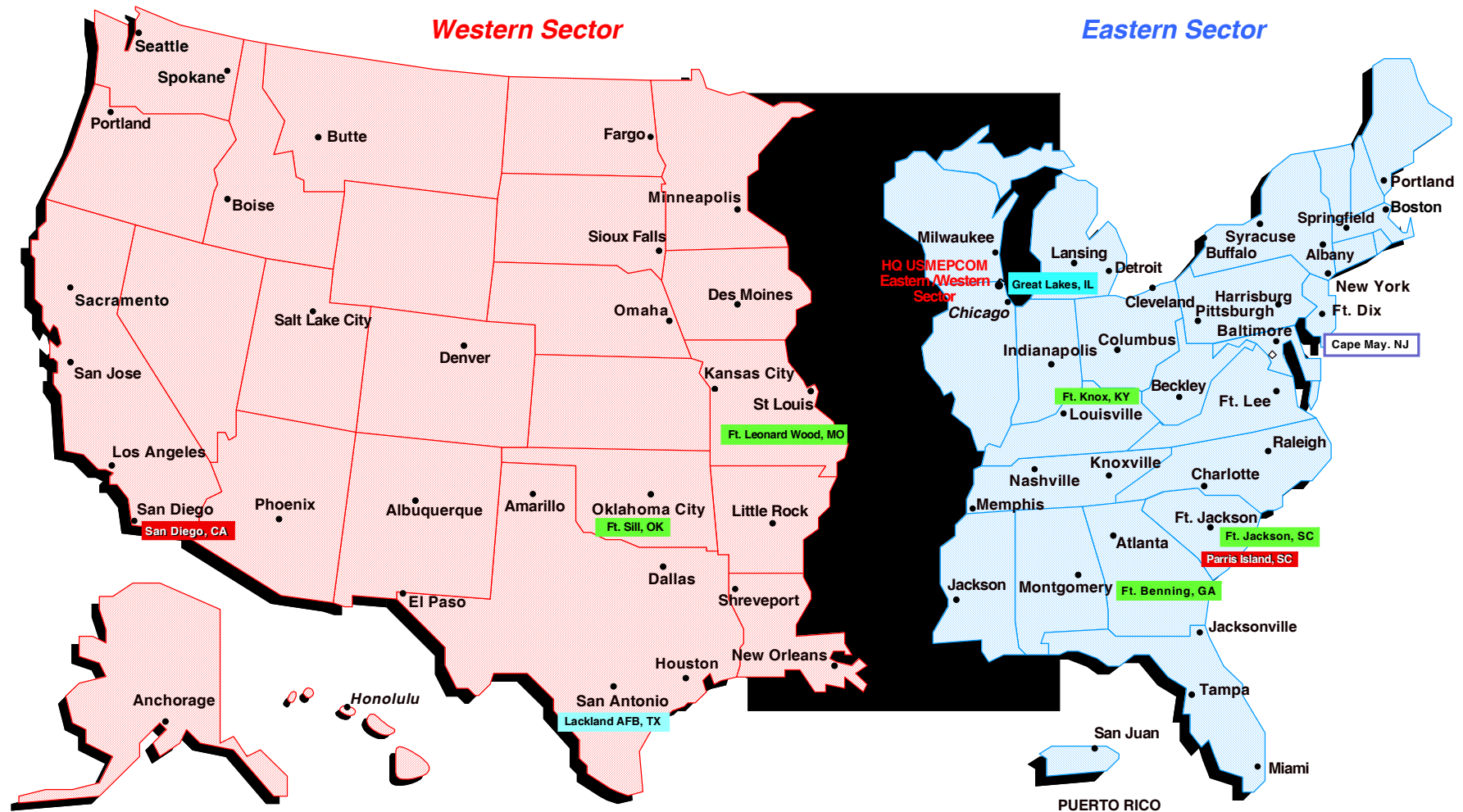


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Where We Are Located



Organization

- HQ's co-located at Great Lakes Naval Training Base
- 2 Sectors
- 65 Military Entrance Processing Stations (MEPS)
- Supports all uniform services

Personnel

Assigned

• Military	608
• Civilian	1,997
	2,605

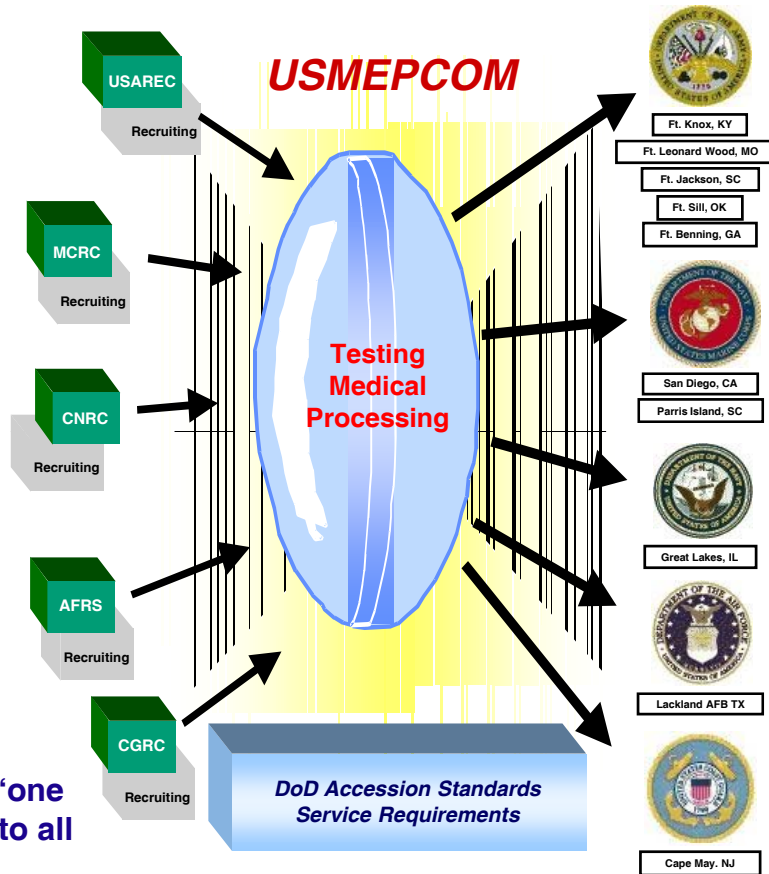
Role in the Accession Process

Our Role

Ensures DoD applicant qualification standards are met across all Services

Vital strategic role as a provider and broker of mission-critical information for total accession process

Provide efficient, low-cost, "one stop" applicant processing to all the Services



FY2008 Workload

- **274,000 Accessions**
 - 187,000 AC
 - 87,000 RC
- **700,578 Accessions Visits to MEPS**
- **Student/Enlistment ASVAB Tests**
 - 1.2M
- **Special Tests**
 - 126,000
- **Medical Exams**
 - 386,000
- **Background Screening Checks**
 - 333,000
- **Enlistment Contracts**
 - 325,000
- **Personnel Data Transmission**
 - 259,000 Packets (Shipped)
- **Meals/Lodging**
 - \$57M
 - 739,695 Overnight Stays
- **Transportation**
 - \$79.6M

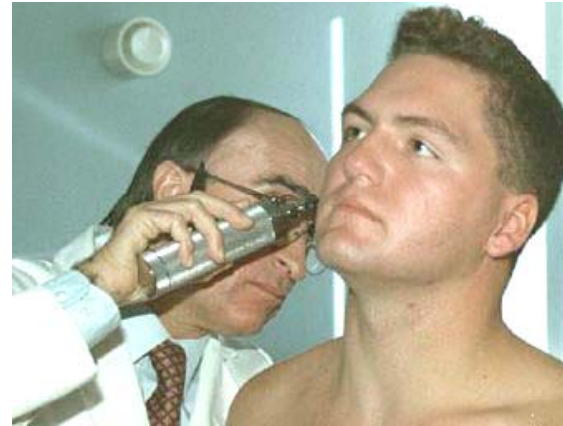
Accessions Processing Interface



Our Core Competencies - Enlistment Processing



Testing



Medical



Background Screening



**Service Counselor
(Job Search)**



Enlistment



Freedom's Front Door



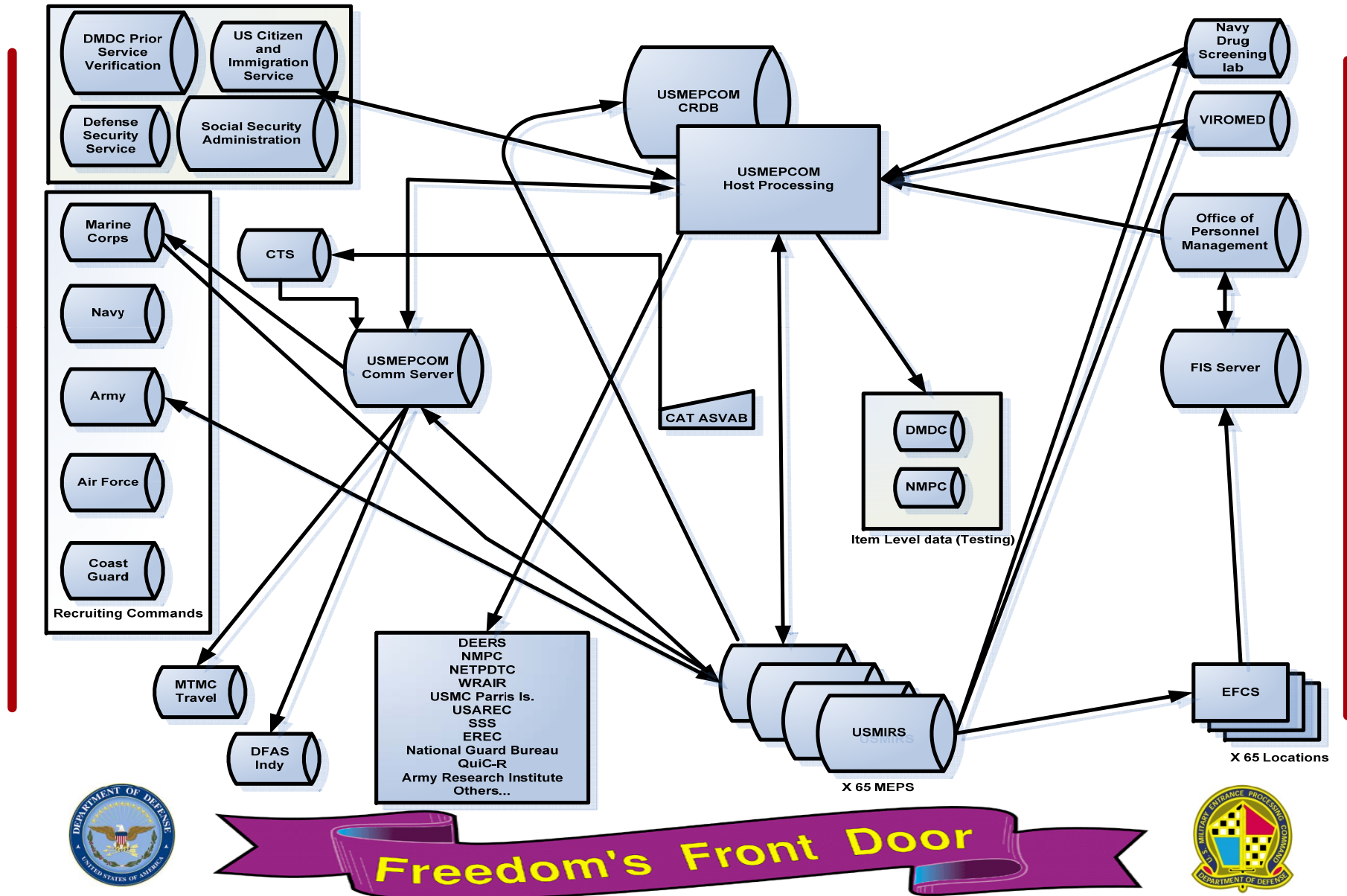
Transformation



Freedom's Front Door



Prior Enterprise (non-SOA)



Service Oriented Architecture (SOA)

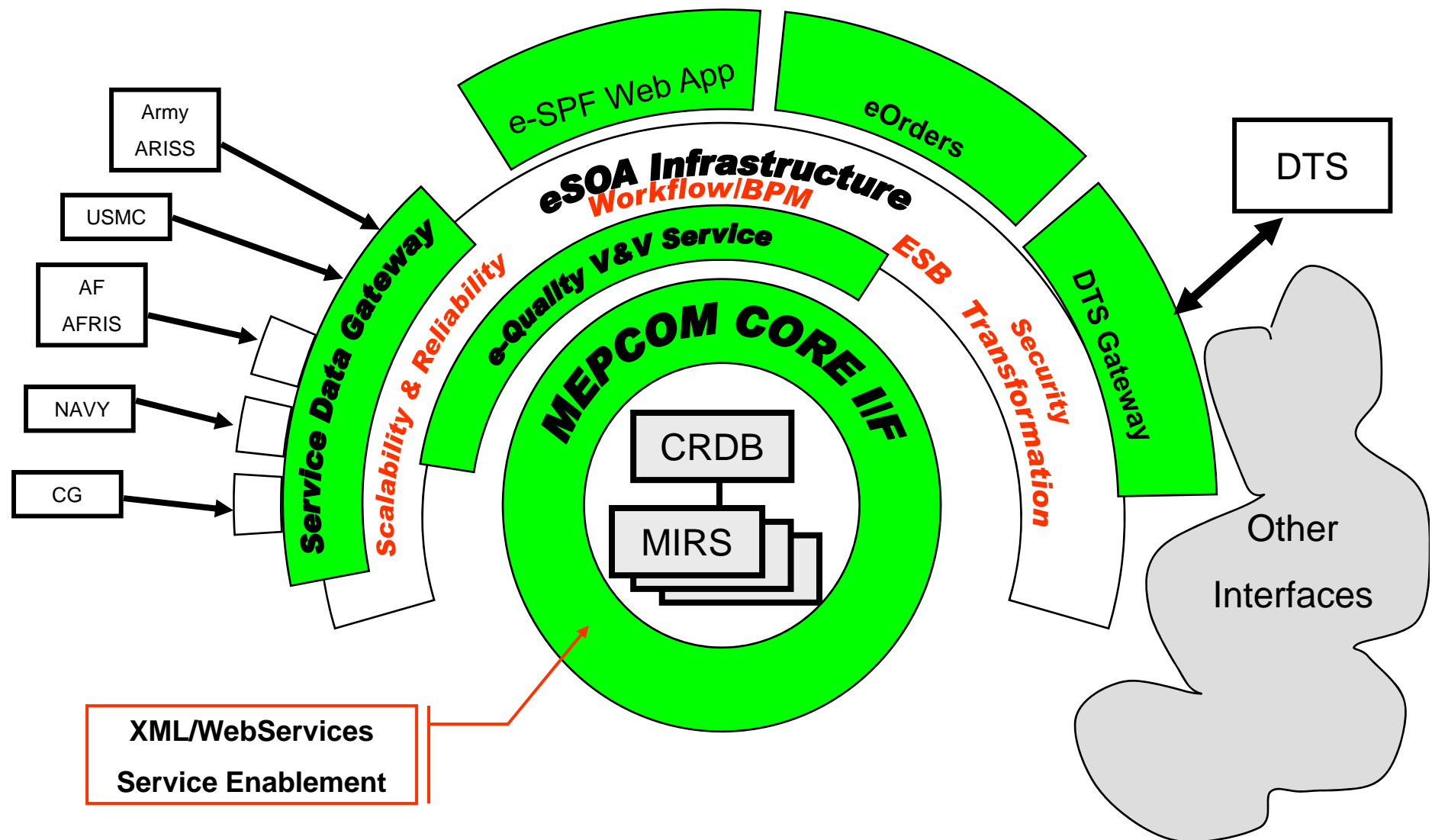
- Mandated by DoD
 - Net-Centric = SOA
 - NCES = Net-Centric Enterprise Services
- Services that are flexible and reusable
- Time-to-Production and costs decrease as more services are built
- Applications are build from composite services (the reuse of existing services)



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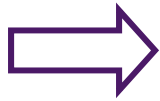
Enterprise Service Oriented Architecture (eSOA)



e-Security - Being Fully Implemented

(Beta Test - Baltimore Apr 08 & San Juan May 08)

MEPS



Recruiting Services



Training Centers

- **Positive Applicant Identification**
- Electronically track applicant via Biometric and facial recognition photograph index/facial biometrics
- **DD Form 4 Contract signatures are index/facial biometrics**
- Enrollment requires 2 SSN source documents (680-3A-E plus other)
- **Reduce fraudulent processing**

- **Verify applicant identity "Cradle-to-Grave"**
- Applicant uses fingerprint to check-in/out
- Services can access applicant location anytime to determine processing status
- **Biometric e-Signature DD Form 4**
- Project all applicant (MEPS / MET Site)
- **Continuous Verified Test Scores**

- **Same enlistee arrives at the Initial Entry Training Center**
- End state capability to verify new enlistee identification with Defense Manpower Data Center (DMDC) Common Access Card (CAC) issuance (biometric)
- **Receive biometric e-Signature DD Form 4**



Biometric Capture

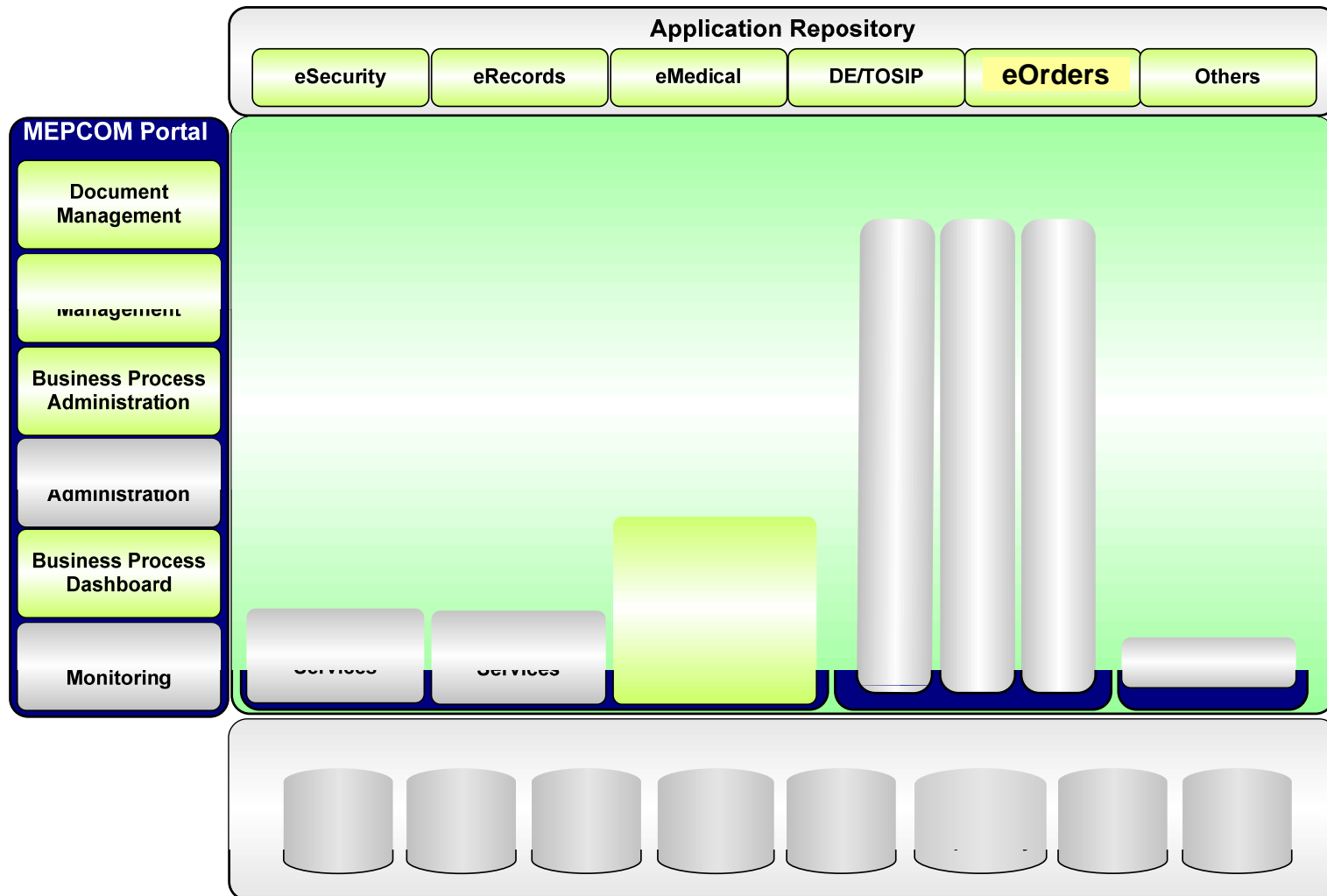


Biometric MEPS/MET Site Enrollment



Biometric Signature/Tracking

Enterprise Service Oriented Architecture (eSOA)





VIRTUAL INTERACTIVE PROCESSING SYSTEM

The Future of Military Entrance Processing



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Entrance Processing Command



VIRTUAL INTERACTIVE PROCESSING SYSTEM

Personnel Visibility

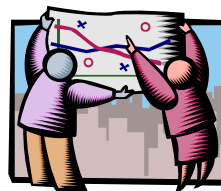
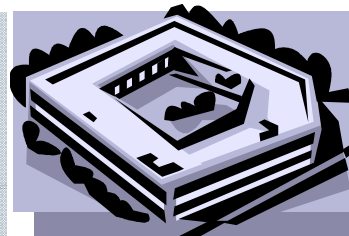
Business DoD Business Transformation Agency

*Business Enterprise Priority:
Personnel Visibility*

6 Business Enterprise Priorities:

1. Personnel Visibility
2. Acquisition Visibility
3. Common Supplier Engagement
4. Materiel Visibility
5. Real Property Accountability
6. Financial Visibility

PV Goal: Provide accurate,
timely and readily available
personnel information . . .



**Always Mission
Focused**

*Quality of Individual
Accessions*

Military Quadrennial Defense Review

*Basis of Needed Capability and
Forces: **Ability to Meet Surge
Requirements***





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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Current Processes

**Time Intensive
for Applicants**



**Considerable
down time**



Sequential



**Labor Intensive for
Recruiting/MEPS
Personnel**



**Improving the process for
applicants will also improve the
process for Recruiting/ MEPS
personnel and vice versa**





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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Customers



For kids who have grown up accustomed to the speed, accessibility and anonymity of the Internet, interfacing with an actual human being will seem cumbersome, while being asked to sit and wait for batch processing of others will seem intolerable.



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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Key Goals

- One visit, one accession
- Paperless processing
- Positive identification of applicants
- Enhanced data accessibility
- Validation of self-disclosed information
- Compliance with DOD IT mandates
 - Net-centric
 - Enterprise architecture



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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Impacts

- Reduce accession processing costs
- Reduce attrition
- Improve data quality
- Initiate electronic health record (Health IT)
- Enable anytime, anywhere processing
- Enable business process flexibility, adaptability, scalability
- Enhance data exchange across DoD



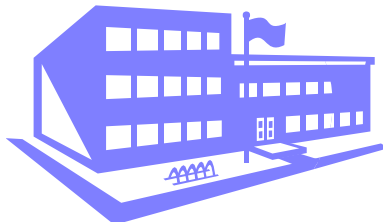
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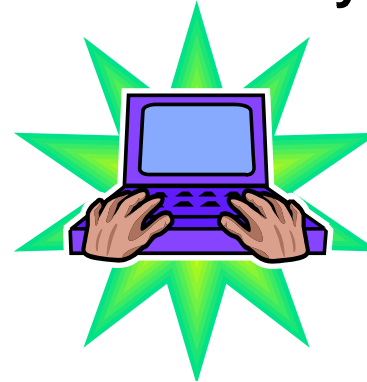
VIRTUAL INTERACTIVE PROCESSING SYSTEM

VIPS Process: Save Recruiter Time and Resources

Reduce
MEPS Visits



Single
Data Entry



Save Recruiter
Transportation
Time



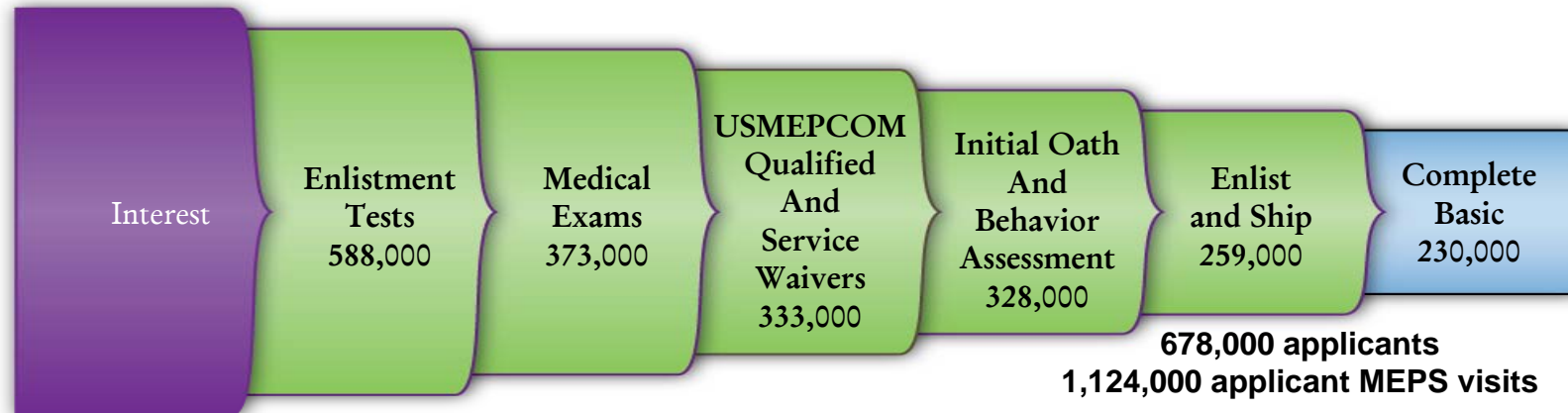
Improve
Medical
Informatics



TODAY

Current Concept of Operations

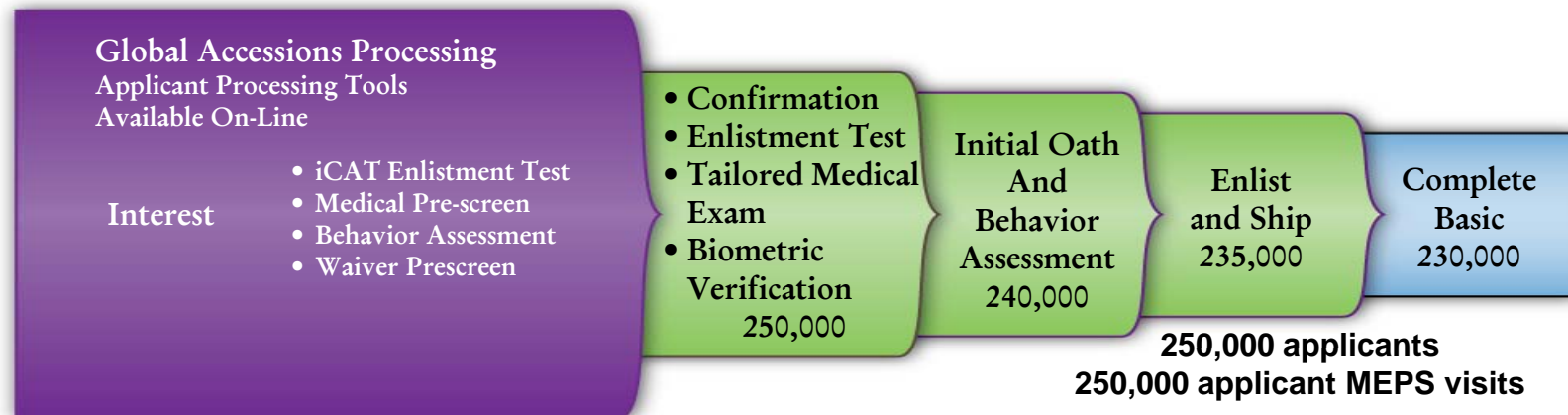
Fiscal Year 2008 Processing Data



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Future Concept of Operations

Projected Workload



Increased capacity - reduced workload

External Process MEPS Process



Laboratories



Healthcare
Providers

Accession Enterprise

Prescription
History



Selective
Service System



SSA



OPM /
FBI



Veterans
Affairs

Armed Forces
Health
Longitudinal
Technology
Application



Biometrics
Management Office



DTS



Defense Manpower
Data Center

Insurance
Companies



Law
Enforcement



USCIS



Defense
Integrated
Military Human
Resource
System



Recruiting

Processing

Reception/
Training
Centers

Business Solution

VIPS

IT Solution



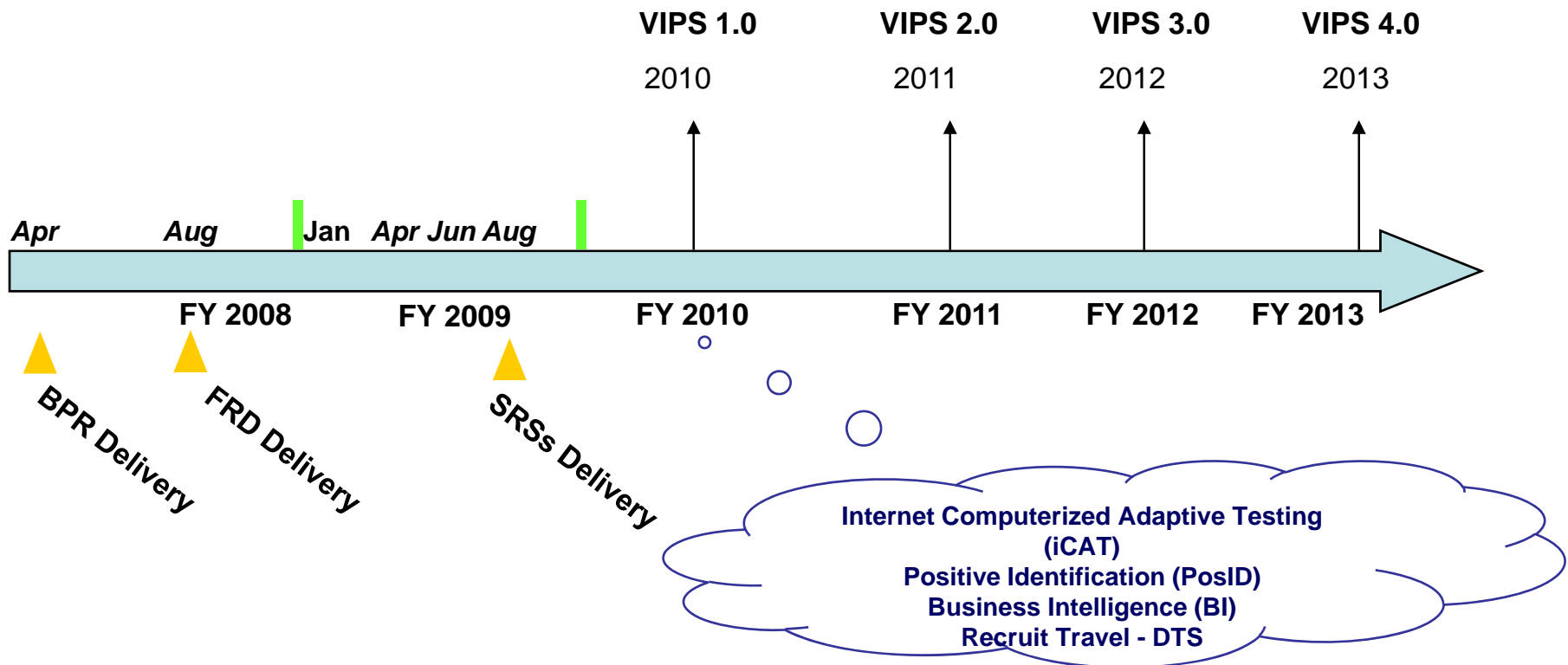
- Electronic capture of qualification data
- Support for DOD human resource systems
- Paperless, Net-centric environment
- Secure availability of accession data
- >90% applicant pre-qualification
- System scalability



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Acquisition Timeline





Strategy

- Reengineer business practices to improve the product
 - Provide effective, efficient service to applicants and stakeholders
 - Implement paperless processing
 - Establish robust business management analytical tools
 - Serve as a catalyst in revolutionizing processing
- Leverage technology
 - Streamline corporate business processes
 - Enhance core competencies
 - Synchronize IT transformation with stakeholders and partners
- Field a flexible solution
 - That minimizes response time
 - Improves the efficiency of accession process
 - Establishes a “virtual” processing environment
- Transform workforce and workplace culture
 - Optimize the organization
 - Institutionalize a professional and personal training program
 - Improve work environment



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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Challenges/Risks

- **Shift/Change**
 - **Communication**
 - **Support & Buy-In**
- **Funding**
- **System Changes (Accession Enterprise)**
- **DoD Enterprise Transformation**



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VIRTUAL INTERACTIVE PROCESSING SYSTEM

Summary

- **VIPS is a visionary program**
 - Dramatically transform the business of military accessions
- **VIPS is strategically aligned with**
 - Higher DoD priorities
 - Maintaining a focus on quality accessions
- **As part of the Accessions enterprise, VIPS will:**
 - Reduce accession processing costs
 - Reduce attrition
 - Improve data quality
 - Initiate Electronic Health Record (Health IT)
 - Enable anytime, anywhere processing
 - Enable business process flexibility, adaptability, scalability
 - Enhance data exchange across DoD



VIRTUAL INTERACTIVE PROCESSING SYSTEM



Freedom's Front Door

